Welcome back, TRUE Members! There are some important pieces of information to look at in this Back to School issue of the TRUE News.

Don’t forget that this year every site should be holding an election for the Site Representatives for their school or District Office department, by September 1st. Some sites are allowed more than one Site Representative due to the number of teachers they have (the rule is: 1 Site Rep for every 20 TRUE members or major fraction thereof), and an Alternate can also be elected.

A Site Representative plays an important role in sharing information from TRUE Leadership to you and also sharing questions and concerns from you to TRUE Leadership. A Site Rep attends 7 Site Representative Council meetings throughout the school year, which is about once a month, and should be holding a quick 10 minute meeting at their school after the Site Rep Council meetings. Each Site Representative is supported by a member of TRUE’s Executive Board.

There will be a voluntary Site Representative Training on September 15th and the first meeting of the Site Representative Council is on September 22nd. Site Reps will have opportunities to get training this year in a variety of areas. Additional trainings will be decided based on feedback from Site Reps.

Early Release Wednesdays! Make sure you get your Prep Time! This year we are moving to a 2 hour Early Release Wednesday. The first hour is PLC/PD/Staff Meeting/Collaboration/etc. The first hour begins at the last bell/ end of the student day. It was encourage by district leadership to Site Administration that other staff, not certificated, be used to cover after school duties on Wednesdays so meetings can begin as soon as possible after the bell rings.

The second hour is TK-12 Prep Time. This message has been sent clearly to all Site Administrators. If Principals go over their time, it is up to you and your staff to hold them accountable. If your PLC/Grade Level/Subject Area group chooses to continue to collaborate into prep time, that is their choice. It cannot be asked by administration that you continue on your prep time whether it be a staff meeting/PD or PLC/Collaboration. This is contractual language and can be grieved. Please work with your site administrator first before contacting TRUE. If your Principal is not changing their practice after communicating with them, then contact TRUE (true.office@yahoo.com).

Continues on Page 2
CONTRIBUTE
1 SICK-LEAVE DAY PER YEAR to the
CATASTROPHIC LEAVE BANK
- ENROLLMENT CLOSES OCT. 2 -

The Catastrophic Leave Bank is managed by TRUE. Participants/contributors to the Bank who are suffering from a catastrophic illness or injury, and have run out of their own sick leave days, may request a donation of sick leave credits from the Bank. A Bank member may also request donations of sick leave credits to take care of a dependent child, spouse/domestic partner, or immediate family member living in the household, who is suffering from a catastrophic illness or injury.

In order to join the Catastrophic Leave Bank, by October 31 of the school year you join, you must have at least 5 days of accrued sick leave remaining after donating to the Bank. You can get complete information on this program by reading Article 17 of the Collective Bargaining Agreement (Contract).

Participation in the Bank is voluntary, and once you enroll, a one day contribution will be deducted each school year from your sick leave days, unless enrollment in the Bank is canceled by you. If you would like to become a participant in the Bank, please fill out the enrollment form, which can be found on the TRUE website (www.trueassociation.org) or at the TRUE office. Completed forms must be returned to the TRUE office no later than Friday, October 2, 2015.

New enrollees and members who are already in the Bank will see the donated day deducted on their November paycheck statement. Current participants who no longer want to be part of the Bank need to fill out the Cancellation of Participation form found on the TRUE website and deliver it to the TRUE office by October 2nd at the latest.

You never know when you may need to use the Catastrophic Leave Bank for your own needs or to take care of a family member. ENROLL TODAY!
Disability Insurance pays a benefit when you cannot work because of covered illness, injury or pregnancy

Benefits can help with the everyday bills, such as the mortgage or rent, or to buy groceries, expenses that continue even when you can't work, and that health insurance won't cover.

Why You Need It

TRUSD teachers aren't eligible for California's state disability insurance plan. This means you may be left with only sick leave to protect you if you are unable to work due to disability. The CTA-endorsed Disability plans were specially designed to cover the gaps in coverage that many educators face, and because this plan was created by CTA, you can trust that it offers member advocacy protections that other plans can't match.

How You Get It

You can apply for coverage at any time by providing satisfactory proof of good health.

In some circumstances, you may be eligible for special enrollment opportunities. These opportunities include:

- **Newly Hired Members** who apply for coverage within 120 days of their date of hire.

- **Members Who Change School Districts** and apply within 120 days of their date of hire have the opportunity to get Disability Insurance or continue their existing coverage.

- **Family Change**: Members who apply for coverage within 31 days following the date of a family status change, such as birth, adoption, marriage, divorce, loss of spousal employment, or other qualifying event.

In addition, there may be other opportunities for you to add coverage, including special chapter enrollment campaigns.

*The information described here is subject to all terms and provisions of the Group Policy. For more details and enrollment forms, visit [www.ctamemberbenefits.org](http://www.ctamemberbenefits.org)*

Dedicated CTA Customer Service Department - Phone: 800-522-0406 - Monday - Friday 7:00 am to 6:00 pm

Standard Insurance Company, CTA Administration, PO Box 4744, Portland OR 97208-4744

---

**GRIEVANCES**

If you feel like a Contract violation has occurred, contact the TRUE Grievance Team immediately:

- **Sharon Reichelt** deals with grievances for grades ECE-6th and can be reached at: sreichelt23@gmail.com, (916) 202-7208

- **Paul Le Francois** handles grievances for grades 7-Adult Education and can be reached at: lefrancois1@earthlink.net, (916) 521-8742

We will review the Contract and the issues with you to determine if a violation has taken place and will assist you in processing the grievance before the District’s Human Resources.

As the Grievance Chair for the past six years, I feel like the communication with Human Resources has improved and grievances are being resolved quickly and usually at the Informal phase. Last year we did deal with many issues with Special Education caseloads and hope to see improvement this year. There are still some problems with evaluations and the transfer process, but nothing like what we dealt with a few years ago.

*Paul Le Francois*
TRUE Grievance Chair
2015-2016
MEMBERSHIP DUES STRUCTURE

CATEGORY 1:
For those faculty whose teaching assignment is more than 60% of a normal assignment except for faculty employed as pre-school, head start, child care, and adult education teachers, whose salaries are less than the minimum teacher salary for their district.

CTA (State) Dues $644.00
NEA Dues $185.00
TRUE (Local) Dues $262.50

$82.90 CTA/NEA
+26.25 TRUE
$109.15 per month

CATEGORY 2 A:
For those faculty whose teaching assignment is greater than 1/3 but not more than 50% of a normal assignment.

CTA (State) Dues $332.00
NEA Dues $104.00
TRUE (Local) Dues $131.25

$43.60 CTA/NEA
+13.13 TRUE
$56.73 per month

CATEGORY 2 B:
For those faculty whose teaching assignment is greater than 50% but not more than 60% of a normal assignment, or faculty employed as pre-school, head start, child care, whose salary is less than the minimum salary paid regular teachers in the district.

CTA (State) Dues $332.00
NEA Dues $185.00
TRUE (Local) Dues $131.25

$51.70 CTA/NEA
+13.13 TRUE
$64.83 per month

CATEGORY 3 A:
For those faculty whose teaching assignment is 25% or less than a normal assignment, including faculty on unpaid leave. (Must pay dues during leave to remain as a TRUE/CTA/NEA member).

CTA (State) Dues $176.00
NEA Dues $63.75
TRUE (Local) Dues $65.63

$23.98 CTA/NEA
+6.56 TRUE
$30.54 per month

CATEGORY 3 B:
For those faculty whose teaching assignment is greater than 25% but not more than 1/3 of a normal assignment.

CTA (State) Dues $176.00
NEA Dues $104.00
TRUE (Local) Dues $65.63

$28.00 CTA/NEA
+6.56 TRUE
$34.56 per month

NOTE: Those eligible for membership in more than one school district shall be enrolled in their primary place of employment for CTA/NEA; but for local membership, will have to pay dues at each local chapter.

- **CTA dues** at each category include a $20 Voluntary Dues Contribution to support CTA Advocacy and CTA Foundation for Teaching and Learning. Members not wishing to contribute may request a refund from CTA. Existing CTA members: To reallocate your contribution or opt out, CTA’s Voluntary Member Contribution Change Form must be received by November 1st. New CTA members: You have 30 days from the date of enrollment to reallocate your contribution or opt out. Note: Once a member contribution option is made, it will remain in effect until changed.

- **TRUE dues** include $0.50 per month, per member for the TRUE Scholarship Fund. A portion of each unit member’s dues ($1.50/month) is allocated for the TRUE/PAC. Any member that does not wish a portion of his/her dues to go to TRUE/PAC, must file a written statement to that affect, in person, at the TRUE office, no later than 4pm on the last working day of August 2015. In lieu of the TRUE/ PAC contribution, the money will remain in the TRUE General Fund.

*Voluntary Contribution for NEA-Fund: Suggested amount: $50.00 - (Fund for Children and Public Education)*
YOU WILL MAKE POSITIVE CHANGES FOR YOUR STUDENTS AND YOUR PROFESSION.

All members have the right to participate in the decision-making process of our local, state and national associations. Together, we decide the issues we will champion, such as improving the quality of education for our students and working conditions for educators in schools and colleges.

With CTA, you are guaranteed a strong and credible voice with your local school district and in public policy discussions to advance legislation and policies that benefit our students, public education and the middle class.

YOU WILL BECOME A BETTER TEACHER AND BE AWARDED FOR INNOVATION.

Whether it’s attending one of CTA’s annual conferences, participating in some of the many trainings or workshops offered throughout the year, or learning from the true experts in the field — your colleagues, you will have access to a wealth of practical information and resources to improve your professional skills and be the best educator you can be.

And what if you have an innovative idea for your students, but need a little financial help to get it off the ground? CTA can help you bring your idea to life through a grant from CTA’s Institute For Teaching.

YOU WILL MAKE YOUR COMMUNITY AND THE WORLD A BETTER PLACE.

CTA members have a long history of social justice advocacy, such as fighting for universal free public schools for all California students, standing up for civil and human rights, and securing protections against arbitrary or unfair treatment of educators. Your membership in the union supports a more just, equitable community, state and world...and helps build a brighter future for all of us.

YOU CAN SAVE TIME AND MONEY WITH CTA AND NEA MEMBER BENEFITS

CTA and NEA Member Benefits offer almost 50 different voluntary programs and services for you to enjoy—many with exclusive benefits designed for members. Take advantage of special life, disability, auto and home insurances available to you. You’ll also find discounts for travel, shopping, entertainment, magazines, car and home purchases, and more.

CTAInvest.org also provides financial and investment education for members, including preparing for retirement.

YOU WILL HAVE THE CONFIDENCE AND PEACE OF MIND TO SPEAK YOUR MIND.

You are the expert, and you know what’s best for your students. Work in confidence knowing that CTA Legal Protection and Liability Coverage safeguards you as you make a difference. We’re here to make sure you can advocate for your students without being scared your job is at risk.
CALENDAR OF EVENTS ~ YEAR AT A GLANCE

TRUE EXECUTIVE BOARD

OFFICERS:
President
Kristin Finney - true.office@yahoo.com
Vice-President
Chris Moran - rlteacher@yahoo.com
Secretary
Julianne Neal - julieanneneal1@surewest.net
Treasurer
Lisa Gant - lisasring@sbcglobal.net

DIRECTORS-AT-LARGE:
For Pre-K - Grade 6 Regular Education Teachers:
Rebecca LeDoux - rebecca_ledoux@yahoo.com
(~Vacant Seat~)
(~Vacant Seat~)

For Grades 7-12 Regular Education Teachers, Charter & Adult Ed.:
Paul Le Francois - lefrancois1@earthlink.net
Sharon Reichelt - sreichelt23@gmail.com

For K-12 Special Education Teachers:
(~Vacant Seat~)

For Specialty Groups (Psychologists, Speech Therapists, Counselors,
Nurses, Librarians, Program Specialists, TOSAs, SLCs, SSTs, VAPAs, &
Social Workers):
Bill Avery - fishngy5501@gmail.com

For Ethnic Minorities:
Ann Murray - annmurray456@gmail.com

TRUE NEWS Editor:
Ann Murray - annmurray456@gmail.com

Editing Assistants:
Evelyn Alvarado and Jen Turner

TRUE Contract Enforcement (Grievances)
Paul Le Francois - Grades 7-12 & Adult Ed.
Sharon Reichelt - ECE to Grade 6

TRUE Negotiations Team
Lead: Chris Moran - rlteacher@yahoo.com
Janet Edwards    Mysti Lingenfelter
Paul Le Francois
Rebecca LeDoux    Crystal Grooms

CTA State Council-TRUE Representatives
Joyce Childs      Janet Edwards
Paul Le Francois
Rebecca LeDoux

Alternates: Wendy Gallimore & Julianne Neal

TRUE Reps on TRERC (Employee Relations Council)
Paul Le Francois    Bill Avery

August 2015